

2018 Call for Applications

Application Deadline: March 15, 2018 (3 p.m. ET)



Robert Wood Johnson Foundation

HAROLD AMOS MEDICAL FACULTY DEVELOPMENT PROGRAM

The [Harold Amos Medical Faculty Development Program](#) (AMFDP), supported by the Robert Wood Johnson Foundation (RWJF), offers four-year postdoctoral research awards to increase the number of faculty from historically disadvantaged backgrounds who can achieve senior rank in academic medicine, dentistry, or nursing. The Robert Wood Johnson Foundation recognizes that the increasing diversity in the country's population can best be served where research and researchers also reflect that diversity. RWJF has long invested in building and maintaining a strong, capable, and diverse leadership and workforce in health and health care in response to an ever-changing environment. The program's name honors Harold Amos, PhD, who was the first African American to chair a department at Harvard Medical School—now the Department of Microbiology and Immunobiology. Dr. Amos worked tirelessly to recruit and mentor countless minority and disadvantaged students to careers in academic medicine and science. He was a founding member of the national advisory committee (NAC) of the AMFDP's precursor, the Minority Medical Faculty Development Program, in 1983, and served as its director between 1989 and 1993. Dr. Amos remained actively engaged with the program until his death in 2003.

BACKGROUND

As a country, we face critical health challenges—challenges that demand new and different solutions, challenges that require us all to work together more than ever before. Life expectancy varies widely based on where people grow up, live, work, and play. As a nation, we spend more for our health care than any other developed nation, yet the quality of our health care and our overall health status don't reflect that investment. Our population is increasingly diverse, yet inequities in health care and health persist.

Our nation's ability to tackle these health challenges depends on the skills and creativity of our leaders. However, many people in leadership roles have not had the benefit of formal leadership training, the opportunity to work with skilled mentors and coaches, the chance to network with and learn from others who are faced with similar challenges, and the opportunity to build and contribute to a network of leaders advancing health, well-being and equity.

That's why the Robert Wood Johnson Foundation is committed to working and collaborating with all to build a Culture of Health to enable all in our diverse society to lead healthier lives, now and for generations to come. RWJF believes health should be a fundamental and guiding social value—and that America should become a nation in which promoting health is as important as treating illness.

The Foundation recognizes that we need a new kind of leader to build a Culture of Health. We need leaders who refuse to be siloed, leaders who refuse to do things the way they have always been done, leaders from all walks of life who reflect the marvelous diversity of our nation. The Foundation has been investing in leadership from its earliest days, and all of our current programs are built on the solid

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

foundation laid by that early work. AMFDP is a part of a broad spectrum of leadership programs that RWJF offers to leaders at varying stages of their careers. Our other leadership programs include:

- [ASTHO Leadership Institute \(ALI\)](#) aims to accelerate the leadership development of new state/territorial health officials as policymakers, administrators, and advocates for the health of the public.
- [Clinical Scholars](#) is leadership development opportunity for practitioners from diverse fields of health care.
- [Culture of Health Leaders](#) is a leadership development opportunity for people working in every field and profession who want to use their influence to advance health and equity.
- [Health Policy Research Scholars](#) is a leadership development opportunity for second-year-full-time doctoral students from underrepresented populations and/or disadvantages backgrounds.
- [Interdisciplinary Research Leaders](#) is a leadership development opportunity for teams of researchers and community partners, including community organizers and advocates.
- [New Connections](#) aims to provide networking and skill-building opportunities to early- and mid-career scholars who are from underrepresented or historically disadvantaged backgrounds.
- [Summer Health Professions Education Program](#) is a free summer enrichment program focused on improving access to information and resources for college students interested in the health professions.

Our goal is to help build the next generations of leaders—leaders who will collaborate across sectors to upend the status quo and take bold steps to achieve health equity in communities across the country.

THE PROGRAM

AMFDP offers four-year postdoctoral research awards to increase the number of physicians, dentists, and nurses from historically disadvantaged backgrounds who are committed to:

- developing careers and achieving senior rank in academic medicine, dentistry, or nursing;
- fostering the development of succeeding classes of physicians, dentists, and nurses from historically disadvantaged backgrounds;
- improving the health of underserved populations; and/or
- working toward understanding and eliminating health disparities by achieving senior rank in academic medicine, dentistry, or nursing.

The program defines the term “historically disadvantaged” to mean the challenges facing individuals because of their race, ethnicity, socioeconomic status, or similar factors (e.g., possession of a physical, learning, or other disability; first-generation college graduate). Each scholar will study and conduct

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

research with a senior faculty member who is located at an academic center known for the training of junior faculty and who is pursuing lines of biomedical, clinical, or health services research of interest to the scholar. Scholars are expected to spend at least 70 percent of their time engaged in research.

This program supports the development of faculty in order to enhance their influence as leaders, researchers, and advisers to support a Culture of Health. The program provides scholars with:

- Development of research and academic skills;
- Ongoing mentoring by a distinguished national advisory committee (NAC);
- Leadership skills development that allows scholars to be more effective leaders and influencers in their careers;
- A foundational grounding in the social determinants of health, health equity, and the elements of a Culture of Health; and
- Development of communication skills in order to advance the impact of scholars' research and scholarship in the field.

Although awards are intended to provide four years of support, NAC members will review each scholar's progress after the first two years to determine if support should continue for the full duration of the award.

TOTAL AWARDS

RWJF will fund up to 10 four-year awards of up to \$420,000 each in this grant cycle. Scholars will receive an annual stipend of up to \$75,000 each, complemented by a \$30,000 annual grant to support research activities. As detailed on page 6, additional awards are available through partnerships with the American Society of Hematology (ASH), the American Society of Nephrology (ASN), and the American Heart Association (AHA).

The grant opportunity outlined in this call for applications is contingent upon final funding confirmation from the Robert Wood Johnson Foundation for such grants.

ELIGIBILITY CRITERIA

To be eligible for this award, applicants must be physicians, dentists, or nurses who:

- are from historically disadvantaged backgrounds;¹

¹ The term "historically disadvantaged" refers to the challenges facing individuals because of their race, ethnicity, socioeconomic status, or similar factors (e.g., possession of a physical, learning, or other disability; first generation college graduate).

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

- are U.S. citizens, permanent residents at the time of application, or individuals granted Deferred Action for Childhood Arrivals (“DACA”) status by the U.S. Citizenship and Immigration Services² (Changes in federal policy or law may necessitate that we consider adjustments in eligibility and grant terms.);
- are completing or have completed their formal clinical training. (We will give preference to those who have recently completed their formal clinical training or—in the case of nurses—their research doctorate.); and
- are not related by blood or marriage to any Officer³ or Trustee of the Robert Wood Johnson Foundation, or be a descendant of its founder, Robert Wood Johnson.

Federal, state, tribal and local government employees who are not considered government officials⁴ under Section 4946 of the Internal Revenue Code are eligible to apply.

Physicians must be Board-eligible to apply for this program. A dental applicant must be a general dentist with a master’s degree or a PhD or have completed advanced dental education. Nurse applicants must be registered nurses with a research doctorate in nursing or a related discipline completed by the application deadline.

² Applicants who are permanent residents and not green card holders should contact the [Harold Amos Medical Faculty Development Program](#) before applying to determine whether they can satisfy the program’s eligibility and documentation requirements.

³ The Officers are the Chairman of the Board of Trustees; President and CEO; Executive Vice President; Chief of Staff; General Counsel; Secretary; Assistant Secretary; Treasurer; and Assistant Treasurer of the Foundation.

⁴ For these purposes, a government official is defined as any person who holds one of the following:

1. An elective public office in the executive or legislative branch of the Government of the United States.
2. An office in the executive or judicial branch of the Government of the United States, appointment to which was made by the President.
3. A position in the executive, legislative, or judicial branch of the Government of the United States—(A) which is listed in schedule C of rule VI of the Civil Service Rules; or (B) the compensation for which is equal to or greater than the lowest rate of basic pay for the Senior Executive Service under section 5382 of title 5, United States Code.
4. A position under the House of Representatives or the Senate of the United States held by an individual receiving gross compensation at an annual rate of \$15,000 or more.
5. An elective or appointive public office in the executive, legislative, or judicial branch of the government of a State, tribe, possession of the United States, or political subdivision or other area of any of the foregoing, or of the District of Columbia, held by an individual receiving gross compensation at an annual rate of \$20,000 or more, and a significant part of whose activities include "the independent performance of policymaking functions.
6. A position as personal or executive assistant or secretary to any of the foregoing or
7. A member of the Internal Revenue Service Oversight Board.

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

We will select semifinalists from among the applicants and ask them to interview with NAC members. Detailed research plans and budgets for selected finalists must be submitted by a university, school of medicine, dentistry, nursing, or research institution with which the prospective scholar will be affiliated during the term of the fellowship. The university, school, or research institution must meet the following criteria:

- Be either a public entity, or a nonprofit organization that is tax-exempt under Section 501(c)(3) of the Internal Revenue Code and is not a private foundation or nonfunctionally integrated Type III supporting organization; and
- Be based in the United States or its territories.

DIVERSITY STATEMENT

Consistent with RWJF values, this program embraces diversity and inclusion across multiple dimensions, such as race, ethnicity, gender, disability, age, and socioeconomic status. We strongly encourage applications in support of individual candidates who will help us expand the perspectives and experiences we bring to our work. We believe that the more we include diverse perspectives and experiences in our work, the more successful we will be as we strive together to build a Culture of Health, enabling all in our diverse society to lead healthier lives, now, and for generations to come.

SELECTION CRITERIA

Successful scholars must demonstrate that they:

- have excelled in their education;
- are prepared to devote four consecutive years to research; and
- are committed to: 1) pursuing academic careers; 2) serving as role models for students and faculty from historically disadvantaged backgrounds; 3) improving the health status of the underserved; and/or 4) decreasing health disparities.

Applications from basic scientists are welcome.

To pursue the advanced research training required by this program, applicants must first identify a faculty mentor (or mentors) with whom they would like to work to develop a research plan. The mentor's experience in supervising trainees and the adequacy of the mentor's research environment and support will be a key consideration in the scholars' selection.

In the first stage of the selection process, each candidate will submit a proposal that includes academic records; a personal statement regarding the candidate's commitment to AMFDP's goals; descriptions of research experience and interests; a statement describing the candidate's historically disadvantaged background; a summary of career objectives; references; and a preliminary plan for training with the proposed mentor. All mentors must be located in a university, school of medicine, dentistry, nursing, or research institute within the United States.

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

Based on a review of the submitted materials, the NAC will select semifinalists for interviews. The interview enables the committee to assess candidates more fully. It also allows candidates to define their research interests and describe the resources available in their mentors' laboratories.

Based on these interviews, we will select up to 10 finalists to be supported by RWJF, as well as others to be supported by our partners. Finalists will then submit their detailed research plans and budgets. The NAC will review these submissions and make final recommendations to RWJF, ASH, ASN, and AHA. Neither the NAC nor RWJF provides individual critiques of applications submitted.

ASH-AMFDP PARTNERSHIP

A partnership between the American Society of Hematology (ASH) and AMFDP was established to increase the number of hematologists from historically disadvantaged backgrounds with academic and research appointments. The criteria and process for selecting ASH-AMFDP scholars are identical to those for the AMFDP, and scholars and their mentors will have the same obligations and benefits. For more information, please visit the the American Society of Hematology's [website](#).

ASN-AMFDP PARTNERSHIP

A partnership between the American Society of Nephrology (ASN) and AMFDP has been established to increase the number of nephrologists from historically disadvantaged backgrounds with academic and research appointments. The criteria and process for selecting ASN-AMFDP scholars are identical to those for the AMFDP, and scholars and their mentors will have the same obligations and benefits. For more information, please visit the ASN [website](#).

AHA-AMFDP PARTNERSHIP

A partnership between the American Heart Association (AHA) and AMFDP has been established to increase the number of clinician-researchers focused on cardiology or the cerebrovascular system from historically disadvantaged backgrounds with academic and research appointments. The criteria and process for selecting AHA-AMFDP scholars are identical to those for the AMFDP, and scholars and their mentors will have the same obligations and benefits. For more information, please visit the AMFDP [website](#).

EVALUATION

The purpose of evaluation at RWJF is learning rather than accountability. An independent research group selected and funded by RWJF will conduct an evaluation of the program. RWJF intends for this program to contribute to national efforts to promote a Culture of Health. As a condition of accepting RWJF funds, scholars must participate in the evaluation, which may include assisting with necessary data collection to accomplish evaluation objectives.

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

MONITORING

RWJF monitors the grantees' efforts and careful stewardship of grant funds to assure accountability. Grantees will be required to submit periodic narrative and financial reports.

APPLICANT SURVEY PROCESS

For selected programs, the project director (PD) of the application will be contacted after the deadline by SSRS, an independent research firm. The PD will be asked to complete a brief, online survey about the application process and applicant characteristics. This voluntary questionnaire will take no more than 15 minutes to complete. Responses provided to SSRS will not impact the funding decision for your application in any way.

SSRS will protect the confidentiality of your responses. RWJF will not receive any data that links your name with your survey responses.

USE OF GRANT FUNDS

Grants made to participating institutions will be in accordance with RWJF's funding guidelines. Under the program, the institutions provide scholars with their stipends and health insurance. Financial support is also available at each institution for expenses associated with scholars' research, including travel.

HOW TO APPLY

Applications for this solicitation must be submitted electronically via the RWJF online system. Visit <http://www.rwjf.org/cfp/mfd18> and use the Apply Online link. If you have not already done so, you will be required to register at <http://my.rwjf.org> before you begin the application process.

In addition to the online application due on March 15, 2018, a hard copy must be mailed to the national program office (NPO) and postmarked by March 16, 2018. Complete information on the program and application process can also be found on the program's website at www.amfdp.org.

Applications must include:

- Academic records
- References
- Description of the candidate's research experience and interests
- Summary of career objectives
- Statement of commitment to the goals of AMFDP
- Statement describing the candidate's disadvantaged status
- Curricula vitae of candidates and mentors
- Mentor's statement

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

- Preliminary plan for training with the proposed mentor

Please direct inquiries to:

Nina Ardery, *deputy director*

Phone: (317) 278-0500

Email: amfdp@indiana.edu

All applicants should log in to the system and familiarize themselves with online submission requirements well before the final submission deadline. Staff may not be able to assist all applicants in the final 24 hours before the submission deadline. In fairness to all applicants, the program will not accept late submissions.

RWJF does not provide individual critiques of applications submitted.

This program has a national advisory committee that makes recommendations about grants to Foundation staff. RWJF will make all final grant decisions.

PROGRAM DIRECTION

Direction and technical assistance for this program are provided by the Indiana University School of Medicine, which serves as the national program office (NPO), located at:

Harold Amos Medical Faculty Development Program

702 Rotary Circle, Suite 132

Indianapolis, IN 46202

Phone: (317) 278-0500

Email: amfdp@indiana.edu

Website: www.amfdp.org

Responsible staff members at the NPO are:

- David S. Wilkes, MD, *program director*
- Nina Ardery, *deputy director*

Responsible staff members at the Robert Wood Johnson Foundation are:

- Wendy Yallowitz, *deputy director and senior program officer*
- Kaytura Felix, MD, *senior program officer and managing director*
- James Mendez, *program financial analyst*

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

NATIONAL ADVISORY COMMITTEE

The national advisory committee (NAC) will evaluate applicants and recommend finalists to RWJF, ASH, ASN, and AHA for support. The NAC will also have active monitoring responsibility for those chosen and maintain an ongoing interest in the scholars, providing advice and counsel regarding the direction and development of their academic careers.

Rose Marie Robertson, MD, Chair

Professor of Medicine and Obstetrics/Gynecology
Vanderbilt University School of Medicine
Chief Science Officer
American Heart Association
Dallas, TX

Cindy M. Anderson, PhD, WHNP-BC, FNAP, FAHA, FAAN

Associate Professor
Associate Dean for Academic Affairs and Educational Innovation
College of Nursing
The Ohio State University
Columbus, OH

Ivor Benjamin, MD, FAHA, FACC

Professor of Medicine, Department of Cardiology
Director, Cardiovascular Center
Medical College of Wisconsin
Milwaukee, WI

Carrie L. Byington, MD

Dean, College of Medicine
Senior Vice President for Health Sciences
Vice Chancellor for the Health Services
Texas A&M University
Bryan, TX

Robert S. Dittus, MD, MPH

Albert and Bernard Werthan Professor of Medicine and Public Health
Associate Vice Chancellor for Public Health and Health Care
Senior Associate Dean for Population Health Sciences
Director, Institute for Medicine and Public Health
Vanderbilt University
Nashville, TN

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

Glenn Flores, MD, FAAP

Director of Health Services Research Institute
Professor of Pediatrics
University of Connecticut
Hartford, CT

James R. Gavin III, MD, PhD

Clinical Professor of Medicine
Emory University School of Medicine
Atlanta, GA

Esteban González Burchard, MD, MPH

Harry Wm. and Diana V. Hind Distinguished Professor in Pharmaceutical Sciences II
Professor, Bioengineering & Therapeutic Sciences and Medicine
University of California, San Francisco
San Francisco, CA

Jeane Ann Grisso, MD, MSc

Professor Emerita of Nursing and Medicine
University of Pennsylvania
Philadelphia, PA

Ralph I. Horwitz, MD

Professor of Medicine
Director, Transformative Medicine Institute
Temple University
Philadelphia, PA

Kevin B. Johnson, MD, MS

Cornelius Vanderbilt Professor and Chair of Biomedical Informatics
Professor of Pediatrics
Vanderbilt University School of Medicine
Nashville, TN

Juanita L. Merchant, MD, PhD

H. Marvin Pollard Professor of Gastrointestinal Sciences
Departments of Internal Medicine and Molecular & Integrative Physiology
University of Michigan Medical Center
Ann Arbor, MI

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

Arturo Molina, MD, MS, FACP

Chief Medical Officer
Sutro Biopharma
South San Francisco, CA

Aubrey R. Morrison, MD

Professor of Medicine, Molecular Biology, and Developmental Biology
Washington University School of Medicine
St. Louis, MO

Daniel J. Pesut, PhD, RN, PMHCNS-BC, FAAN

Professor of Nursing Population Health and Systems Cooperative Unit
Director, Katharine Densford International Center for Nursing Leadership
University of Minnesota
Minneapolis, MN

Neil R. Powe, MD, MPH, MBA

Constance B. Wofsy Distinguished Professor of Medicine
Chief of Medical Services, San Francisco General Hospital
Vice Chair of Medicine, University of California, San Francisco
San Francisco, CA

Francisco Ramos Gomez, DDS, MS, MPH

Professor, Section of Pediatric Dentistry
University of California, Los Angeles School of Dentistry
Los Angeles, CA

Lee W. Riley, MD

Professor and Chair, Division of Infectious Disease and Vaccinology
University of California–Berkeley
School of Public Health
Division of Public Health Biology and Epidemiology
Berkeley, CA

Griffin P. Rodgers, MD, MBA, MACP

Director, National Institute of Diabetes and Digestive and Kidney Diseases
National Institutes of Health
Bethesda, MD

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

David D. Sabatini, MD, PhD

Frederick L. Ehrman Professor
Department of Cell Biology
New York University School of Medicine
New York, NY

J. Sanford Schwartz, MD

Professor of Medicine and Health Management and Economics
School of Medicine and The Wharton School
University of Pennsylvania
Philadelphia, PA

George W. Taylor, DMD, MPH, DrPH

Professor, Department of Preventive and Restorative Dental Sciences
Associate Dean for Diversity and Inclusion
University of California, San Francisco School of Dentistry
San Francisco, CA

David S. Wilkes, MD

Dean and James Carroll Flippin Professor of Medical Science
University of Virginia School of Medicine
Charlottesville, VA

KEY DATES AND DEADLINES

March 15, 2018 (3 p.m. ET)

Deadline for receipt of completed online applications.

March 16, 2018

Deadline for postmark of hard copies of applications.

July 11–13, 2018

Applicant interviews with national advisory committee members in Chicago.

December 2018

Notification of awards.

2018 Call for Applications

Proposal Deadline: March 15, 2018 (3 p.m. ET)

ABOUT THE ROBERT WOOD JOHNSON FOUNDATION

For more than 40 years the Robert Wood Johnson Foundation has worked to improve health and health care. We are working with others to build a national Culture of Health, enabling everyone in America to live longer, healthier lives. For more information, visit rwjf.org. Follow the Foundation on Twitter at www.rwjf.org/twitter or on Facebook at www.rwjf.org/facebook.

Sign up to receive email alerts on upcoming calls for proposals at www.rwjf.org/manage-your-subscriptions.html.

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